



OFFICE OF HUMAN RESOURCES

Marc Elrich
County Executive

Traci Anderson
Director

MEMORANDUM

Thursday, June 8, 2023

TO: Executive Branch Department and Office Directors

FROM: Traci Anderson, Director, Office of Human Resources

SUBJECT: FY24 Compensation Changes

A handwritten signature in blue ink, appearing to read "Traci Anderson", with a period at the end.

The purpose of this memo is to outline the FY24 (July 1, 2023, through June 30, 2024) compensation changes approved by the County Council on May 25, 2023. The chart below provides the eligibility for each compensation category, the effective date, the percentage increase, and other relevant changes.

General Wage Adjustment (GWA)	GWA will be applicable and effective based on the bargaining unit as indicated below. All salary schedules have been adjusted by the percentage indicated below. Individual schedules are posted at: www.montgomerycountymd.gov/HR/compensation/Compensation.html	
	FOP and Police Leadership Service (PLS)	Effective July 2, 2023: GWA increase of 4% Effective January 14, 2024: GWA increase of 3%
	IAFF and Fire/Rescue Management (FRM)	Effective July 16, 2023: GWA increase of 3.2%
	MCGEO OPT/SLT	Effective January 14, 2024: GWA increase of 3% Effective June 16, 2024: GWA increase of 3%
	Management Leadership Service (MLS)	Effective January 14, 2024: GWA increase of 3% Effective June 16, 2024: GWA increase of 3%
	Non-Represented (GSS), Corrections Management, and Sheriff Management	Effective January 14, 2024: GWA increase of 3% Effective June 16, 2024: GWA increase of 3%

Service Increments	<p>Active employees who are eligible to receive a service increment in FY24 (pay periods July 2, 2023 – July 1, 2024) will receive a service increment applied to their base salary effective the first day of the pay period in which the employee’s increment date falls.</p>		
	<p>Eligible employees include:</p> <ul style="list-style-type: none"> • Represented • Non-represented (GSS) • Term employees • Full scope temporary employees who have accumulated 1040 hours since the last applied service increment. <p>Excludes MLS and PLS</p>	<p>New Service Increment Dates:</p> <ul style="list-style-type: none"> • No change in service increment dates for all eligible employees (excluding full scope temporary employees). • Service increment dates for full scope temporary employees will change to the date the increment is applied to their base salary. 	<p>Service Increment % Increase:</p> <p>No change to the represented employee rate of 3.5% or the next step unless the top of their grade is less than 3.5%; then, the employee will receive an increase to the top of their grade.</p> <p>No change to the non-represented employee rate of 3.5% unless the top of their grade is less than 3.5%; then, the employee will receive an increase to the top of their grade.</p>
MCGEO FY12 Postponed Service Increment	<p>Eligible bargaining unit employees that were scheduled to receive service increments in FY12 but did not because the County Council elected to not fund it in FY11, shall receive up to 3.5% added to their base pay effective the first full pay period following January 1, 2024, which will satisfy the owed increment for FY12.</p>		
	<p>The following criteria will be used to determine eligibility to receive the deferred service increments:</p> <ul style="list-style-type: none"> • Employee status is Active as of January 14, 2024. • Employee Bargaining Unit Group is OPT or SLT as of January 14, 2024. • Has a recent hire date before July 1, 2011. • Was an active regular MCGEO employee and would have received a service increment in FY12 (July 1, 2011, through June 30, 2012), or • Was an active temporary Section 53.1(a) or full-scope temporary and would have received a service increment in FY12. • Employee’s base salary is below the maximum base salary for their grade on January 14, 2024. • Transit Bus Operators and Transit Coordinators are not eligible. 	<p>Effective January 14, 2024:</p> <p>Eligible MCGEO employees will receive 3.5% or the next step unless the top of the grade is less than the 3.5%; then, the employee will receive an increase to the top of their grade.</p>	

IAFF FY13 Postponed Service Increment	The FY13 increment that eligible bargaining unit employees would have received in FY13 but which the County Council elected to not fund for that year, and which has been postponed in subsequent collective bargaining agreements, shall be fully funded and implemented in FY24.	
	<p>Eligibility criteria:</p> <ul style="list-style-type: none"> • IAFF • Employee status is Active as of July 2, 2023. • Has a recent hire date before July 1, 2012. • Employee's grade is below the maximum grade for their position on July 2, 2023. 	<p>Effective July 2, 2023:</p> <p>Eligible IAFF will move up a grade and receive 3.5% unless they have reached the maximum grade for their position.</p>
MLS/PLS Pay for Performance	Pay for performance is in accordance with the CAO approved increases and the MCPR Section 10-10 (a)(2)(C).	
	<p>Eligible employees include:</p> <ul style="list-style-type: none"> • Management Leadership Service (MLS) 	<p>Effective July 2, 2023:</p> <p>Eligible MLS and PLS employees may receive pay for performance increases to their base salary, or a lump sum award or both. Employees must have a performance rating of "Successful" or above.</p> <p>Note: For FY24, PLS will not be eligible for Pay for Performance as they will receive the FOP \$1,500 lump sum payment effective January 14, 2024.</p>
Minimum Wage/ Seasonal Salary Schedule	Effective July 1, 2023, Montgomery County minimum wage increases to \$16.70/hour. Seasonal employees (Grades S2, S3, S4, S5) will include \$.50 increments between grades to resolve previous compression issues. Seasonal employees (Grades S6, S7, S8) will receive an increase of \$1.05 per hour which represents the minimum wage increase from the previous fiscal year.	
	<p>Eligibility:</p> <ul style="list-style-type: none"> • See Minimum Wage/ Seasonal Salary Schedule for the applicable list of job classes. 	<p>Effective June 18, 2023 (start of the pay period July 1, 2023, falls in):</p> <ul style="list-style-type: none"> • Minimum wage increases to \$16.70/hour. • Seasonal employees (Grades S2, S3, S4, S5) will include \$.50 increments between grades. • Seasonal employees (Grades S6, S7, S8) will receive an increase of \$1.05 per hour.

FOP \$1,500 Lump Sum Payment	Effective the first full pay period following January 1, 2024, each unit member shall receive a \$1,500 lump sum payment. This payment will be made in one lump sum, by separate check. The lump sum payment is considered regular earnings for income, withholding, and employment tax purposes. The payment will not be added to the employees' base salary.	
	<p>FOP and Police Leadership Service (PLS)</p> <p>Note: Police Officer Candidates including lateral and comparative compliance candidates receiving hiring bonus are not eligible.</p>	<p>Effective January 14, 2024:</p> <p>Each unit member shall receive a \$1,500 lump sum payment. The payment will be included in the January 14, 2024, pay period, with a paycheck date of February 9, 2024.</p>
Longevity	Employees who become eligible for longevity pay in the period from July 2, 2023, through June 30, 2024, will receive longevity in the manner normally received. Eligible employees will receive longevity at the beginning of the first full pay period after their service anniversary date. No retroactive payments will be made due to longevity changes.	
	FOP	<ul style="list-style-type: none"> No change to the represented employee percentages or years.
	IAFF and Fire/Rescue Management (FRM)	<ul style="list-style-type: none"> No change to the represented and non-represented employee percentages or years.
	<p>MCGEO (Excluding Transit Bus Operators and Transit Coordinators)</p> <p>Correctional Management and Sheriff Management</p>	<p>Effective July 2, 2023, a longevity step is added while the existing steps and percentages have been updated:</p> <ul style="list-style-type: none"> OPT/SLT: Longevity steps of 3.25% after 16, 20, and 25 years of service. Correctional Officers/Management and Deputy Sheriffs/Management: Longevity steps of 3.5% after 16, 20, and 25 years of service.
	Non-represented (GSS) Excludes MLS and PLS	<p>Effective July 2, 2023, a longevity increment is added, and percentages updated:</p> <ul style="list-style-type: none"> Longevity increments of 3.25% after 16 and 20 years of service. Employees must have two consecutive performance ratings (most recent) of “highly successful” or above and never received GSS longevity previously.

Rate Changes	FOP	Effective July 2, 2023: Shift Differential increases from \$1.42 to \$2.00 for each hour worked on a work shift that begins on or after 12 noon and prior to 7:59 pm, and from \$1.87 to \$4.25 for each hour worked on a shift that begins on or after 8 pm and before 5:59 am.
	MCGEO, Non-Represented, Corrections Management, and Sheriff Management	Effective July 2, 2023: Shift Differential increases from \$1.42 to \$1.55 for shifts beginning on or after 12 noon through 7:59 pm and from \$1.87 to \$2.00 for shifts between 8 pm to 5:59 am. Where 50% or more of a shift is worked at a higher rate, the entirety of the shift will be paid at the higher rate.
	MCGEO See MCGEO Agreement Article 5.22 for the applicable list of job classes	Effective July 2, 2023: Field training pay differential of \$4.25 will apply to employees who have completed trainer training and are assigned to train employees, regardless of employment status, whose continued employment is contingent on successfully completing such training. The overtime rate is 1.5 of the regular rate, \$6.37.
	Department of Corrections (DOCR)	Effective July 2, 2023: Any Nurse who is identified as the medical charge nurse shall be paid a \$2.75 per hour differential for each hour worked (an increase from \$1.75). The overtime rate is 1.5 of the regular rate, \$4.12.
Salary Schedule Changes	IAFF	Effective July 2, 2023: The current Salary Schedule will be modified to remove Steps A and B and re-letter the remaining Steps A through M. Employees will be placed on the step commensurate with their years of service.
	DOCR	Effective July 2, 2023: Correctional Officer III (Corporal), Grade C5, will add step 15 with a rate of \$95,927.

For information about GWAs, service increments, and longevity, non-represented employees can refer to the Montgomery County Personnel Regulations, Sections 10 and 12, and bargaining unit employees can refer to their respective collective bargaining unit agreements.

If you have any questions concerning this correspondence, please contact Kimberly D. Williams, Division Chief, Business Operations and Strategy, in the Office of Human Resources at 240-777-5198 or send an email to ohr.compensation2@montgomerycountymd.gov.

cc: Adaora Azubike, FIN
Biancaliz Agosto-Figueroa, TEBS
Heather Black, FIN

FY24 Compensation Changes

June 8, 2023

Page 6 of 6

Jennifer Bryant, OMB
Jeffrey Buddle, IAFF
Torrie Cooke, FOP
Amanda Hardy-Konkus, TEBS
Jennifer Harling, OLR
Lee Holland, FOP
Craig Howard, County Council
Corey Orlosky, OMB
Gino Renne, MCGEO
Aron Trombka, County Council
Kimberly D. Williams, OHR
Lisa Wilsonia-Blackwell, MCGEO
HR Liaisons
Mctime, Finance
MLS
OHR Staff
OLR Staff
Payroll, Finance
Public Safety Managers
SEAAs